Retention Counseling Session

Sustainment Phase

Sustainment Phase

- **Purpose of Sustainment Counseling Sessions**
- **Process/Skills to Conduct Counseling Sessions**
- **Required Sustainment Counseling Sessions**
- **Inspection/Disposition of the DA Form 4591-R**

Sustainment Counseling Session

- **Recompute BASD/PEBD/ETS**
- **Eligibility for Reenlistment**
- **Bonuses**
- **Service Remaining Requirements**
- **Reenlistment Options**

Sustainment Counseling Session

- **BEAR Program**
- **Process a Soldier for Reenlistment**
- **Process a Reenlistment**
- **Conduct a Reenlistment Ceremony**
- **E-MILPO (Army Human Resource System)**
- **Eligibility for Reserve Components**

Purpose of Sustainment Counseling Session

- **Ongoing Process**
- **Determine Soldier's Intentions**
- **Ask for Commitment**

Sustainment Phase Counseling Sessions

Regular Military Compensation

http://www.dod.mil/cgi-bin/rmc.pl

SGT With Over 4 Years for Pay

Base Pay X 12 =	**$25,495.20**
BAH X 12 =	**$9,552.00**
BAS X 12 =	**$3,267.12**
Tax Advantage (20%) & Etc...	**$2,563.82**
RMC =	**$40,878.14**

$786.12 Per Week

Retaining "An Army of One"

7 Counseling Steps

- **Open**
- **Summary**
- **Needs, Wants and Desires**
- **Facts**
- **Objections**
- **Summary**
- **Close**

5 Ways to Ask for the Commitment

Commander's Retention Counseling Session

- **26 Months Prior to ETS**
- **Company Commander will Discuss**
  - ✔ **Reenlistment Intentions**
  - ✔ **Status of MOS & Promotion Potential**
  - ✔ **BEAR Program**
  - ✔ **How Soldier Compares with Peers**

Retention Counseling Session

- **24-25 Months Prior to ETS**
- **Career Counselor will Discuss**
  - ✔ **Eligibility**
  - ✔ **Options**
  - ✔ **Army Benefits**
- **Obtain Reenlistment Commitment**

Retention Options Counseling Session

- **16-18 Months Prior to ETS**
- **Career Counselor will Discuss any Changes in the Soldiers**
  - ✔ **Eligibility**
  - ✔ **Options**
  - ✔ **Army Benefits**
- **Obtain Reenlistment Commitment**

Retention Follow-Up Counseling Session

- **12-13 Months Prior to ETS**
- **Career Counselor will Discuss any Changes in the Soldiers**
  - ✔ **Eligibility**
  - ✔ **Options**
  - ✔ **Army Benefits**
  - ✔ **Civilian Opportunities (ACAP)**
- **Obtain Reenlistment Commitment**

Retention Summary Counseling Session

- **7 Months Prior to ETS**
- **Career Counselor will Review**
  - ✔ **All Options, Incentives, Benefits**
  - ✔ **Reserve Component Affiliation**
- **Involve Chain of Command**

Reserve Component Transition Counseling Session

- **NLT 180 Days Prior to ETS/Terminal Leave**
- **Career Counselor (RA or RC) will Discuss**
  - ✔ **Eligibility for Reserve Component**
  - ✔ **Benefits of Reserve Component**
  - ✔ **Incentives Available**
  - ✔ **Options Available**

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Retention Counseling Session

Sustainment Phase